



DEPARTMENT OF THE ARMY  
U.S. ARMY COMBINED ARMS SUPPORT COMMAND AND FORT LEE  
2221 ADAMS AVENUE  
FORT LEE, VIRGINIA 23801-2102

CASCOM POLICY 18-11  
OCT 26 2018

ATCL- CG

MEMORANDUM FOR Commander, U.S. Army Garrison, Fort Lee, Virginia 23801

SUBJECT: United States Army Combined Arms Support Command and Fort Lee  
Installation Religious Accommodation Policy

1. References.

- a. Army Regulation 165-1, Army Chaplain Corps Activities, 23 June 2015
- b. Joint Publication 1-05, Religious Affairs in Joint Operations, 13 November 2013
- c. Field Manual 1-05, Religious Support, 5 October 2012
- d. Department of Defense Instruction 1300.17, Accommodation of Religious Practices Within the Military Services, 22 January 2014
- e. Secretary of Defense Memorandum, "Extending Benefits to the Same-Sex Spouses of Military Members," dated 13 August 2013.
- f. National Defense Authorization Act 2013, Section 533. Protection of Rights of Conscience of Members of the Armed Forces and Chaplains of Such Members.

2. Applicability. This policy applies to all Department of Defense (DoD) Military and Civilian personnel, contractors, and all other authorized U.S. Civilians employed at or residing upon Fort Lee. The purpose of this policy is to establish Fort Lee policy governing religious support activities and Chaplains support within the Fort Lee command areas of responsibility (AOR).

3. Policy. The free exercise of religion is a basic principle of our nation's Constitution. The DoD places a high value on the rights of members of the Armed Forces to observe the tenants of their respective religions. As Commanding General, it is my responsibility to ensure all members of this command have access to their constitutionally guaranteed right to the free exercise of religion. Equally important is the fact that members of the Fort Lee community practice different religious customs and rituals; members of this command will respect all religious traditions of others at all times.

- a. Religious support is a commander's responsibility. The designated staff element that is responsible to carry out the Command Master Religious Plan is the U.S. Army Garrison Fort Lee Religious Support Office.

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b. In addition to Fort Lee chapel services and religious programs, Chaplains and supervised volunteers will perform or provide worship services and/or religious programs at the various locations around the installation.

c. Worship services exist in response to the spiritual needs of service members and other authorized personnel. All worship services and religious program activities will be open and available to all eligible personnel.

d. Religious Holidays. Most faith groups require adherents to observe certain days as special religious holidays. When possible and as mission requirements permit, directors, commanders, and leaders will allow their personnel opportunities to engage in religious or spiritual observances. Some faith groups have special dietary and/or activity requirements around their special holidays. Chaplains will provide as many opportunities as possible for members of all faiths to observe their traditional practices. Leadership at all levels should support religious holidays by the following measures:

(1) Provide adequate time and opportunity for the free exercise of religion.

(2) Be aware of and accommodate special religious requirements of personnel in this command consistent with regulations and training requirements.

(3) If training requirements permit, excuse personnel who are required by conscience to observe prescribed customs or rituals, or attend religious services.

(4) Be aware of all religious holidays when scheduling mandatory training. Be prepared to offer an alternative when scheduling conflicts cannot be avoided.

e. Counseling and Confidentiality. The privilege of confidential communication with a Chaplain is a right of every member of this command and an essential component of the Chaplains' ministry.

(1) Confidential communication is any communication given in trust by an individual to a Chaplain or Chaplain Assistant, to include enemy prisoners of war (EPWs). This applies only if such communication is made either as a formal act of religion or as a matter of conscience. It is a communication that is made in confidence to a Chaplain acting as a spiritual advisor or to a Chaplain Assistant aiding a spiritual advisor. It is a communication not intended to be disclosed to a third party in any context, legal or otherwise.

(2) Availability. Chaplains will provide personal and/or pastoral counseling when requested by any member of the Fort Lee community regardless of the faith affiliation of the counselee. Ordinarily, personnel will seek initial counseling assistance from their unit Chaplain. As necessary, Chaplains will refer personnel to other Chaplains, Military

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Family Life Consultants, and/or behavioral health providers who may be more suited to address the individual needs of the counselee. During non-duty hours, counseling will be available through on-call duty Chaplains resources.

f. Sexual orientation issues. All Soldiers and Families, regardless of sexual orientation, are entitled to religious support within the military. Chaplains perform or provide religious support based upon the tenants of their faith as defined by their denominational endorser and conscience. Those tenants dictate the Chaplain's boundaries to perform or provide worship, counseling, religious rites, and ordinances, for same-sex couples. Chaplains will endeavor to perform or provide for all regardless of sexual orientation but according to DoD policy conscience or endorser dictated boundaries take precedence. When the Chaplain cannot perform requested religious support for a same-sex couple due to conscience or endorser boundaries, which Chaplain will provide for the request through referral to other Chaplains or outside agencies. This includes but is not limited to ministration of sacraments (weddings, Eucharist, baptisms, etc.), counseling (both individual and couples), and Strong Bonds retreats. Under no circumstances can a Chaplain be compelled to violate the tenants of their faith, or any deeply and sincerely held belief.

4. This policy is in effect until superseded or rescinded.

5. The proponent for this policy memorandum is the Garrison Chaplain at (804) 734-6494.



RODNEY D. FOGG  
Major General, U.S. Army  
Commanding

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